Training and Employment Development

COLLECTIVE BARGAINING IN NEW BRUNSWICK

Volume 12 – No. 3 - 2003

INDUSTRIAL RELATIONS BRANCH

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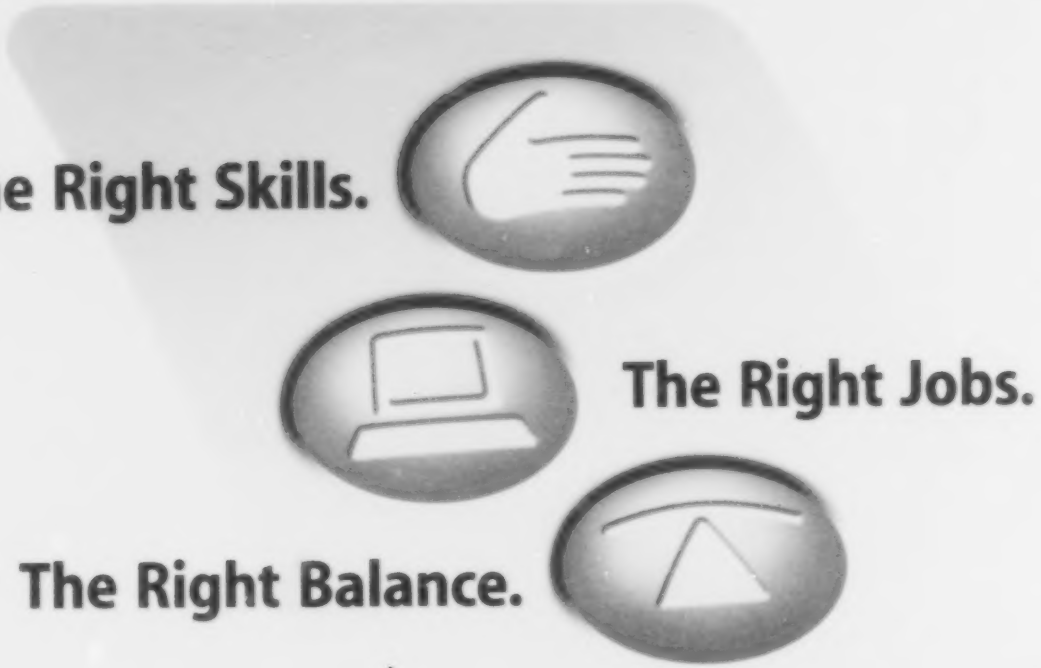
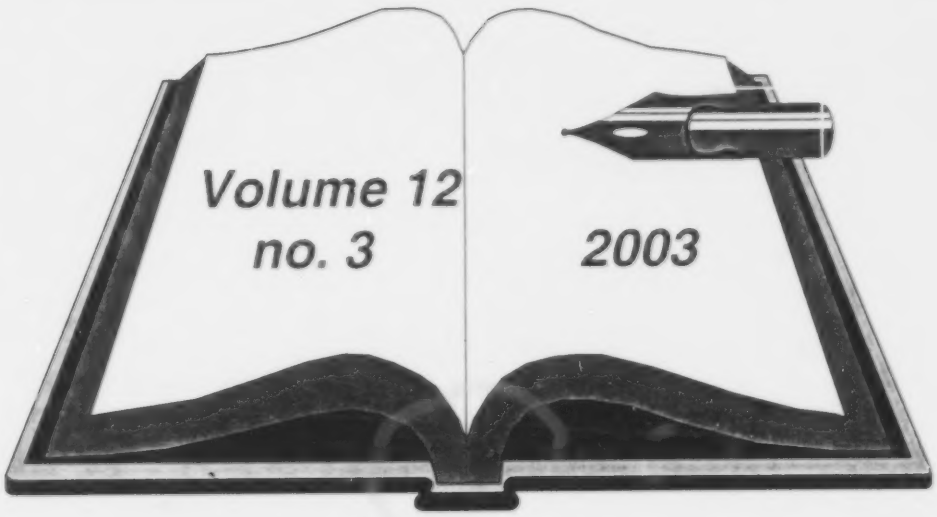


"Committed to the Prosperity Plan"

New Nouveau Brunswick CANADA

New Nouveau Brunswick

Collective Bargaining in New Brunswick



Department of
Training & Employment Development

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FORWARD

Collective Bargaining in New Brunswick is a quarterly report which contains summaries of collective bargaining settlements and grievance arbitration awards that are filed with the Department.

The data contained in this issue are derived from 24 settlements and 8 awards which were received by the Department during the period of July 1st to September 30th, 2003.

It should be noted that notwithstanding the information contained in this report, the only authoritative documents for this type of information are the collective agreements and arbitration awards themselves. These documents are available for viewing through this office and may be purchased in copy form at a cost of $0.30 per page (plus H.S.T.). When requesting information on a specific collective agreement or arbitration award, the corresponding reference number indicated in the report should be specified.

The Industrial Relations Branch wishes to acknowledge the cooperation of individuals representing Management and Labour who have promptly provided the information necessary for the completion of this issue. If you should have any questions or concerns, please contact this office at 506.453.2261.

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DEFINITIONS

AVERAGE RATE:

The rate of pay the nearest to the average of the lowest and highest rate of pay a permanent full-time employees could earn at the termination of the previous agreement.

BASE RATE:

The straight-time rate of pay per hour, excluding premiums, incentive bonuses, etc. This is not necessarily the lowest rate nor the highest rate but usually an established benchmark rate by the parties for purposes of negotiations.

LOWEST RATE:

Lowest rate of pay a permanent full-time employee could earn at the termination of the previous agreement.

WEIGHTED AVERAGE:

This arithmetic means, dependent on the composition of the work force, is established prior to negotiations and is generated by calculating the actual total wage cost for all employees covered by the settlement and dividing said cost by the number of employees.

GLOSSARY OF COST OF LIVING ALLOWANCE (COLA) TERMS

C.P.I.: Consumer Price Index

COST OF LIVING ESCALATOR OR COST OF LIVING ALLOWANCE (COLA):

A cost of living escalator or COLA is a clause in a collective agreement which adjusts wage (or salary) rates reflecting changes in the specified price index. All have a formula which converts changes in a CPI into wage changes. It is designed to off-set erosion of real wage levels by inflation.

CAP OR MAXIMUM:

A capped formula makes adjustments to hourly rates according to CPI changes but provides a maximum for each contract year or the cap may limit escalation over the contract term as a whole; e.g. capped at $0.05 per quarter and capped at $0.15 per year.

GUARANTEED:

Some cost of living clauses guarantee that a certain increase will be granted by a certain date. If the CPI movement has not generated the guaranteed increase under the formula then that increase automatically comes into effect on the specified date.

TRIGGERED FORMULA:

A triggered formula does not operate until (usually percentage) change in the CPI brings the formula into operation. For example in a two-year collective agreement a triggered formula might grant $0,01 for each 0,5 change in the CPI after the index has risen a full 10,0 %. Often the formula must be re-triggered in each contract year. For example, the formula operated after a 10,0 % increase in the CPI has occurred in any contract year.

SETTLEMENTS

ACCOMMODATION & FOOD SERVICE

505405 NB Ltd., (for Howard Johnson), Campbellton and the Labourers International Union of North America, Local 900

Reference number: H-074-02

37 months (2003 03 30 to 2006 04 01)

Date previous settlement expired: 2002 03 02

Date settlement was reached: 2003 04 01

Wages: Lowest Rate: Bellboy - $7.34 per hour.

Increases:

effective date	hourly increase
2003 03 30	$0.30
2004 03 28	$0.30
2005 04 03	$0.30

Sick Leave:

Previous	New
½ day per month	One day per month

CONSTRUCTION

Canadian Automatic Sprinkler Association, Markham, Ontario and the United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada, Local 799 (Sprinkler Fabrication Agreement)

Reference number: C-057-03

36 months (2001 10 22 to 2004 09 30)

Date previous settlement expired: 2001 09 30

Date settlement was reached: 2001 10 22

Geographical Scope: Province-wide

Wages: Cost to the employer per employee per hour worked:

All inclusive rate	Previous	2001 10 22	2002 10 01	2003 10 01
Journeyman (starting)	$22.76	$23.76	$24.76	$25.76

Safety Shoes: (per annum)

Previous	New
$120.00	$150.00

Shift Premium:

2nd & 3rd shifts

Previous	New
$0.75 per hour	$1.00 per hour

Pension:

Employer contribution (per hour);

Previous	2001 10 22	2002 10 01	2003 10 01
$1.30	$1.40	$1.50	$1.60

Independent Contractors and New Brunswick Council of Carpenters, Millwrights and Allied Workers, Local 1386

Reference number: L-120-03

10 months (2002 08 17 to 2003 06 30)

Date previous settlement expired: 1992 06 30

Date settlement was reached: 2002 08 17

Geographical Scope: Counties of Carleton, Madawaska, Sunbury, Victoria and York.

Wages: Cost to the employer per employee per hour worked:

Industrial	Effective Dates	
	Previous	2002 07 01
Journeyman	$19.50	$20.06
Vacation	$1.95	$2.01
Health & Welfare	$0.70	$1.50
Pension	$0.05	$1.59
Training	$0.10	$0.19
TOTAL	$22.75	$25.35

Various Signatory Ironworkers Companies and the International Association of Bridge Structural, Ornamental and Reinforcing Ironworkers, Local 8421 (Structural and Miscellaneous Steel)

Reference number: O-003-12

38 months (2003 07 06 to 2006 04 30)

Date previous settlement expired: 2003 04 30

Date settlement was reached: 2003 07 10

Wages: Cost to the employer per employee per hour worked:

	Effective Dates				
	Previous	**2003 07 06**	**2004 01 01**	**2004 05 01**	**2005 05 01**
Journeyman	$23.40	$24.41	$25.32	$26.33	$27.29
Vacation	$2.57	$2.69	$2.79	$2.90	$3.02
Health & Welfare	$1.25	$1.25	$1.25	$1.50	$1.50
Pension	$4.65	$4.65	$4.65	$5.00	$5.00
Industry Improvement Fund	$0.20	$0.30	$0.30	$0.30	$0.30
TOTAL	$32.07	$33.30	$34.31	$36.03	$37.11

FINANCE AND INSURANCE

Caisse Populaire de Sheila Ltée, Sheila and the United Steelworkers of America, Local 9270

Reference number: C-289-01

48 months (2002 01 01 to 2005 12 31)

Date previous settlement expired: 2001 12 31

Date settlement was reached: 2002 07 22

Wages: Lowest rate – Level 1 – minimum - $8.47 per hour.

Increases:

effective date	general increase
2002 01 01	2%
2003 01 01	2%
2004 01 01	2%
2005 01 01	2%

Mileage:

Previous	
$0.30	1 – 7999 km
$0.28	8000 – 15999 km
$0.24	more than 16,000

New	
$0.32	1-7999 km
$0.30	more than 8000 km

Automatic Teller: (NEW)

Employee asked to respond to problems at the automatic teller shall receive $35.00 for the first hour and will receive $20.00 for each additional hours.

HEALTH CARE AND SOCIAL SERVICES

Minto Ambulance Service Ltd., Minto and the Canadian Union of Public Employees, Local 4548

Reference number: M-259-01

48 months (2003 07 14 to 2007 07 13)

Date previous settlement expired: First Time Agreement

Date settlement was reached: 2003 07 24

Wages:

Increases:

effective date	general increase
2004 07 14	1.5%
2005 07 14	1.5%
2006 07 14	2.5%

Signing Bonus:

Full time employees	$200.00
Casual employees	$100.00

Victorian Order of Nurses, Miramichi and VON Miramichi Nurses Local Union

Reference number: V-027-01

25 months (2003 06 04 to 2005 06 30)

Date previous settlement expired: 2002 06 30

Date settlement was reached: 2003 06 04

Wages: Lowest rate – VON RN (minimum) - $17.41 per hour

Increases:

effective date	general increase
2003 01 01	2.5%
2003 07 01	2.5%
2004 01 01	2.5%
2004 07 01	2.5%
2005 01 01	3.5 – 5.4%*
* depending on classification	

Transportation:

Previous	0-16000 km	16001 – 2400 km	more than 24000 km
$0.28 per km	$0.30 per km	$0.28 per km	$0.23 per km

MANUFACTURING

Atlantic Yarns Inc., Atholville the Communications, Energy & Paperworkers Union, Local 208

Reference number: A-142-01

60 months (2003 06 21 to 2008 06 21)

Date previous settlement expired: N/A

Date settlement was reached: 2003 09 04

Wages: Lowest rate – Production Worker - $9.74 per hour.

Increases:

effective date	general increase
2004 06 21	2.0%
2005 06 21	2.0%
2006 06 21	2.0%
2007 06 21	2.75%

Bereavement Leave:

Where a death occurs to an employee's immediate family he/she shall be entitled to be paid leave of absence of 3(2) days regular wages.

On Call Premium: (NEW)

Employees will be paid $7.50 per on-call shift.

Vacation: (NEW)

Employees with greater than 7 years of service shall be granted 3 weeks vacation and 6% total wages.

Premium: (NEW)

Company agrees to pay a premium of $0.35 per hour to an employee designated as with an Instructor or Acting Supervisor for each hour so authorized.

Safety Shoes:

Allowance per annum	
OLD	$50.00
NEW	$75.00

Meal Allowance:

Employee required to work in excess of 2 hours beyond his regular shift will receive $8.50 ($7.00) supper allowance.

Shift Premium:

Work between 7:00 pm and 7:00 am	
OLD	$0.10
NEW	$0.20

Bathurst Lumber, Bathurst and the Communications, Energy and Paperworkers Union of Canada, Local 102 (previously Smurfit-Stone Bathurst Sawmill Div.)

Reference number: U-023-02

48 months (2002 01 01 to 2005 12 31)

Date previous settlement expired: 2002 05 06

Date settlement was reached: 2001 12 31

Wages: Lowest rate – Labourer - $13.54 per hour.

Increases:

effective date	hourly increase
2002 01 01	$0.25
2003 01 01	$0.25
2004 01 01	wage re-opener

Baxter Foods Limited, Saint John and IWA – Canada, Local 306

Reference number: B-201-01

33 months (2002 04 01 to 2004 12 31)

Date previous settlement expired: First Time Agreement

Date settlement was reached: 2003 06 19

Wages:

Increases:

Effective 2003 05 01	
All employees below the standard shall receive a 1% wage increase	All employees above the standard shall receive a 1% lump sum increase

Health Insurance:

Company will pay 55% of premiums until April 1st, 2004 when the employer shall pay 75% of the premiums.

General Electric Canada Inc., Bathurst and the United Steelworkers of America, Local 7676

Reference number: G-097-01

36 months (2000 12 06 to 2003 12 05)

Date previous settlement expired: 2001 05 23

Date settlement was reached: 2000 12 05

Wages: Lowest rate – Helper B - $16.00 per hour.

Increases:

effective date	*general increase
2001 05 28	3.0%
2001 12 01	3.0%
2002 12 09	3.5%

COLA:		
2001	**2002**	**2003**
January 1st April 1st July 1st October 1st	January 1st April 1st July 1st October 1st	January 1st April 1st July 1st October 1st

* 3 year total is based on general increase plus (COLA payments estimated at 2.3% inflation rate in 1st, 2nd & 3rd years. General increases with COLAS improve pay by estimated 3% in 1st year, 3% in 2nd year and 3.5% in 3rd year.

Meal: (Employee working off-site)

	Supper
Previous	$18.00
New	$20.00

H.A. Fawcett and Sons Limited, Petitcodiac and Communications, Energy & Paperworkers, Local 166

Reference number – F-060-02

60 months (2002 11 01 to 2007 10 31)

Date previous settlement expired: 2002 10 31

Date settlement was reached: N/A

Wages: Lowest rate – Labourer - $8.28 per hour.

Increases:

effective date	general increase
2002 11 01	2.5%
2003 11 01	2.5%
2004 11 04	2.5%
2005 11 05	2.5%
2006 11 01	2.5%

* Note: Bonus adjustment - $1.34 after 2002 11 01 increase.

Vacation:

OLD	
Years of Service	Weeks of vacation
1	2
8	3
15	4

NEW	
Years of Service	Weeks of vacation
1	2
7	3
15	4

Menunerie Madawaska Inc., Clair and the United Food & Commercial Workers Union, Local 1288P

Reference number – M-221-02

24 months (2002 07 01 to 2004 06 30)

Date previous settlement expired: 2002 06 30

Date settlement was reached: 2003 08 07

Wages: Lowest rate – Labourer - $10.35 per hour.

Increases:

effective date	general increase
2002 07 01	4%
2003 07 01	2%

Christmas Bonus:

The Employer will pay a Christmas bonus of $100.00

Saeplast Canada Ltd., Saint John and the Communications, Energy & Paperworkers Union, Local 691-2 (Formerly Dynoplast Division of Dyno Nobel Ltd.)

Reference number: S-210-01

23 months (2002 09 20 to 2004 08 18)

Date previous settlement expired: 2001 08 18

Date settlement was reached: 2002 09 20

Wages: Lowest rate – General Workers - $11.93 per hour.

Increases:

effective date	general increase
2001 08 19	3.5%
2002 08 19	3.0%
2003 08 19	3.0%

Waypak Inc., Saint John and National Automobile Aerospace, Transportation & General Workers Union of Canada (CAW-Canada), Local 4005

Reference number: W-053-01

36 months (2001 06 01 to 2004 06 02)

Date previous settlement expired: N/A

Date settlement was reached: 2001 08 07

Wages:

Increases:

effective date	general increase
2003 06 02	1% to 10%*
* depending on classification	

OTHER SERVICES (EXCEPT PUBLIC ADMINISTRATION)

Bathurst Labour Union Association Inc., Bathurst and United Steelworkers of America, Local 7676

Reference number: B-160-01

36 months (2003 02 03 to 2006 02 04)

Date previous settlement expired: 2003 02 03

Date settlement was reached: 2003 08 27

Wages: Lowest rate: Bartender - $10.00 per hour.

effective date	general increase
2003 02 03	0%
2004 02 01	3%
2005 02 06	2%

Lump Sum Payment:
$300.00 (in lieu of benefits)

Sick Leave:

OLD	½ day every 3 months
NEW	½ day every 2 months

PUBLIC ADMINISTRATION

Town of Oromocto, Oromocto and the Oromocto Professional Firefighters Association, Local 1576

Reference number: O-006-01

36 months (2001 07 01 to 2004 06 30)

Date previous settlement expired: 2001 06 30

Date settlement was reached: 2003 06 19

Wages: Lowest Rate: Firefighter 4th Class - $14.03 per hour.

Increases:

effective date	general increase
2001 07 01	3%
2002 07 01	3%
2003 07 01	3%
2004 07 01	3%

Meal Allowance: (NEW)

Breakfast	$6.00
Lunch	$8.25
Dinner	$15.75

Town of Quispamsis, Quispamsis and the Canadian Union of Public Employees, Local 3226

Reference number: Q-005-02

48 months (2003 01 01 to 2006 12 31)

Date previous settlement expired: 2002 12 31

Date settlement was reached: 2003 02 04

Wages: Lowest Rate: Labourer - $13.79 per hour.

Increases:

effective date	general increase
2003 01 01	3.2%
2004 01 01	3.3%
2005 01 01	3.3%
2006 01 01	3.2%

Shift Premium: (other than day shift)

Previous	2003 01 01	2004 01 01	2005 01 01	2006 01 01
$5.75	$6.00	$6.25	$6.50	$6.75

Meal Allowance (overtime):

Previous	New
$12.00	$13.50

Vacation:

Years of Service		
Previous	**New**	**Vacation**
1 year	1 year	2 weeks
3 years	3 years	3 weeks
8 years	8 years	4 weeks
16 years	16 years	5 weeks
30 years	25 years	6 weeks

Safety Boots Allowance:

Previous	New
$90.00	$115.00

Village of McAdam, McAdam and the Canadian Union of Public Employees, Local 770

Reference number: M-172-01

36 months (2003 01 01 to 2005 12 31)

Date previous settlement expired: 2002 12 31

Date settlement was reached: 2003 03 31

Wages: Lowest Rate: Labourer - $12.73 per hour.

Increases:

effective date	hourly increase
2003 01 01	$0.35
2004 01 01	$0.35
2005 01 01	$0.35

Shift Differential: (NEW)

$0.50 per hour for straight time worked outside of 8 am to 4 pm (Monday to Friday)

Sick Leave:

Accumulation to a maximum:

PREVIOUS	NEW
150 days	165 days

Extended Benefits:

Paid by the Employer:

	PREVIOUS	NEW
Group Medical/Dental	55%	65%

Ville de Beresford and the Canadian Union of Public Employees, Local 4225

Reference number: B-190-01

60 months (2003 01 01 to 2007 12 31)

Date previous settlement expired: 2002 12 31

Date settlement was reached: 2003 07 31

Wages: Lowest Rate: Labourer - $14.20 per hour.

Increases:

effective date	general increase
2003 01 01	3.0%
2004 01 01	2.0%
2005 01 01	2.0%
2006 01 01	2.0%
2007 01 01	3.5%

Sick Leave: (NEW)

Employer may grant the employee a paid emergency leave without lost of seniority not to exceed 4 working days per year in the event of a serious illness of an immediate family member residing at the residence of the employee.

Bereavement Leave:

Employee will be granted 5 (3) days without loss of pay in the event of the death of the employee's father, mother, sister, child, spouse or common-law partner.

Employee will be granted 4 (3) days without loss of pay in the event of the death of the employee's mother-in-law, father-in-law, grand-parent or former guardian.

Employee will be granted 3 (1) days without loss of pay in the event of the death of the employee's sister-in-law, brother-in-law, niece or nephew.

Employee will be granted one day without loss of pay in the event of the death of the employee's uncle or aunt.

RETAIL TRADE

Checkpoint G.M.C. Pontiac Buick Ltd., Miramichi and the International Association of Machinists and Aerospace Workers, Local Lodge 2418

Reference number: C-303-01

46 months (2003 07 04 to 2007 04 30)

Date previous settlement expired: 2003 04 30

Date settlement was reached: 2003 07 04

Wages: Lot Attendant - $10.00 per hour.

Increases:

effective date	general increase
2003 05 01	1.5%
2004 05 01	1.75%
2005 05 01	2.0%
2006 05 01	2.25%

Vacation:

Previous	
Years of Service	**Allowance**
less than 1 year	4%
more than 1 year and less than 10 years	2 weeks at 4%
more than 10 years	3 weeks at 6%

New	
Years of Service	**Allowance**
less than 1 year	4%
less than 1 year and more than 8 years	2 weeks at 4%
more than 8 years	3 weeks at 6%

Travel:

Food expense up to $35.00 ($30.00) per day.

La Co-opérative de Caraquet Ltée (Point de Services de St-Léolin) et la Fraternité unie des Charpentiers et Menuisiers d'Amérique, local 1386

Reference number: L-050-06

54 months (2003 05 04 to 2007 10 28)

Date previous settlement expired: N/A

Date settlement was reached: 2003 05 04

Wages: Cashier-clerk (starting) - $6.50 per hour.

Increases:

effective date	hourly increase
2003 10 25	$0.25
2004 10 30	$0.25
2005 10 29	$0.25
2006 10 28	$0.25

Ritchie's Discount Warehouse Ltd., Saint John and the United Food & Commercial Workers International Union, Local 1288P

Reference number: R-050-02

44 months (2002 05 03 to 2006 01 10)

Date previous settlement expired: 2002 05 02

Date settlement was reached: 2002 05 02

Wages: Lowest Rate – Warehouse Clerk - $15.25 per hour.

Increases:

effective date	general increase
2002 05 03	0%

WHOLESALE TRADE

Thornes, A Division of Universal Sales Limited, Saint John and the United Food & Commercial Workers, Local 1288P

Reference number: T-022-03

36 months (2003 02 26 to 2006 02 18)

Date previous settlement expired: 2003 02 25

Date settlement was reached: 2003 09 03

Wages: Lowest Rate: Warehouseman (starting) - $9.00 per hour.

Increases:

effective date	general increase
2003 02 26	2.6%
2004 03 01	1.3%
2005 02 28	1.3%

Safety Boot Allowance: (per year)

OLD	6 days
NEW	7 days

GRIEVANCE ARBITRATION AWARDS

Reference Number: F-016-02/2003-01

City of Fredericton and the Canadian Union of Public Employees, Local 508

Issue: Overtime

Award: Grievance Allowed

Date of Award: August 1st, 2003

Number of Pages: 17

Arbitrator: Thomas Kuttner, Q.C.

Language of Decision: English

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Reference Number: F-061-05/2002-01

Ferny's Drywall and the United Brotherhood of Carpenters and Joiners of America, Local 1386

Issue: Hiring

Award: Grievance Allowed

Date of Award: November 15th, 2002

Number of Pages: 7

Arbitrator: John D. Larlee, Q.C.

Language of Decision: English

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Reference Number: G-120-01/2003-01

Grand Falls Regional Ambulance Service 055924 N.B. Ltd. and the Canadian Union of Public Employees, Local 4356

Issue: Wages

Award: Grievance: Interim Award – Allowed in part

Date of Award: July 31st, 2003

Number of Pages: 5

Arbitrator: Raymond P. Gorman

Language of Decision: English

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Reference Number: S-052-01/2003-01

Town of St. Stephen and the Canadian Union of Public Employees, Local 770

Issue: Hours of Work

Award: Grievance Dismissed

Date of Award: June 16th, 2003

Number of Pages: 15

Arbitrator: Donald MacLean

Language of Decision: English

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Reference Number: E-018-04/2003-01

Ville d'Edmundston and the Canadian Union of Public Employees, Local 60

Issue: Discipline

Award: Grievance Allowed in part

Date of Award: July 23rd, 2003

Number of Pages: 28

Arbitrator: Michel Doucet

Language of Decision: French

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Reference Number: M-178-09/2003-02

UPM-Kymmene Miramichi and the Communications, Energy & Paperworkers Union of Canada, Local 689

Issue: Hours of Work

Award: Grievance Dismissed

Date of Award: August 21st, 2003

Number of Pages: 14

Arbitrator: Brian D. Bruce, Q.C.

Language of Decision: English

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Reference Number: M-178-09/2003-03

UPM-Kymmene Miramichi and the Communications, Energy & Paperworkers Union of Canada, Local 689

Issue: Contracting Out

Award: Grievance Dismissed

Date of Award: August 28th, 2003

Number of Pages: 13

Arbitrator: Brian D. Bruce, Q.C.

Language of Decision: English

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Reference Number: V-009-02/2003-01

Villa Providence Shediac Inc. and the Canadian Union of Public Employees, Local 1303

Issue: Seniority

Award: Grievance Allowed in Part

Date of Award: July 18th, 2003 and July 21st, 2003

Number of Pages: 37

Arbitrator: Michel Doucet

Language of Decision: French

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APPENDICES

Summary of Charts and Table

CHART 1

COLA's in New Brunswick
(July 1st – September 30th, 2003)

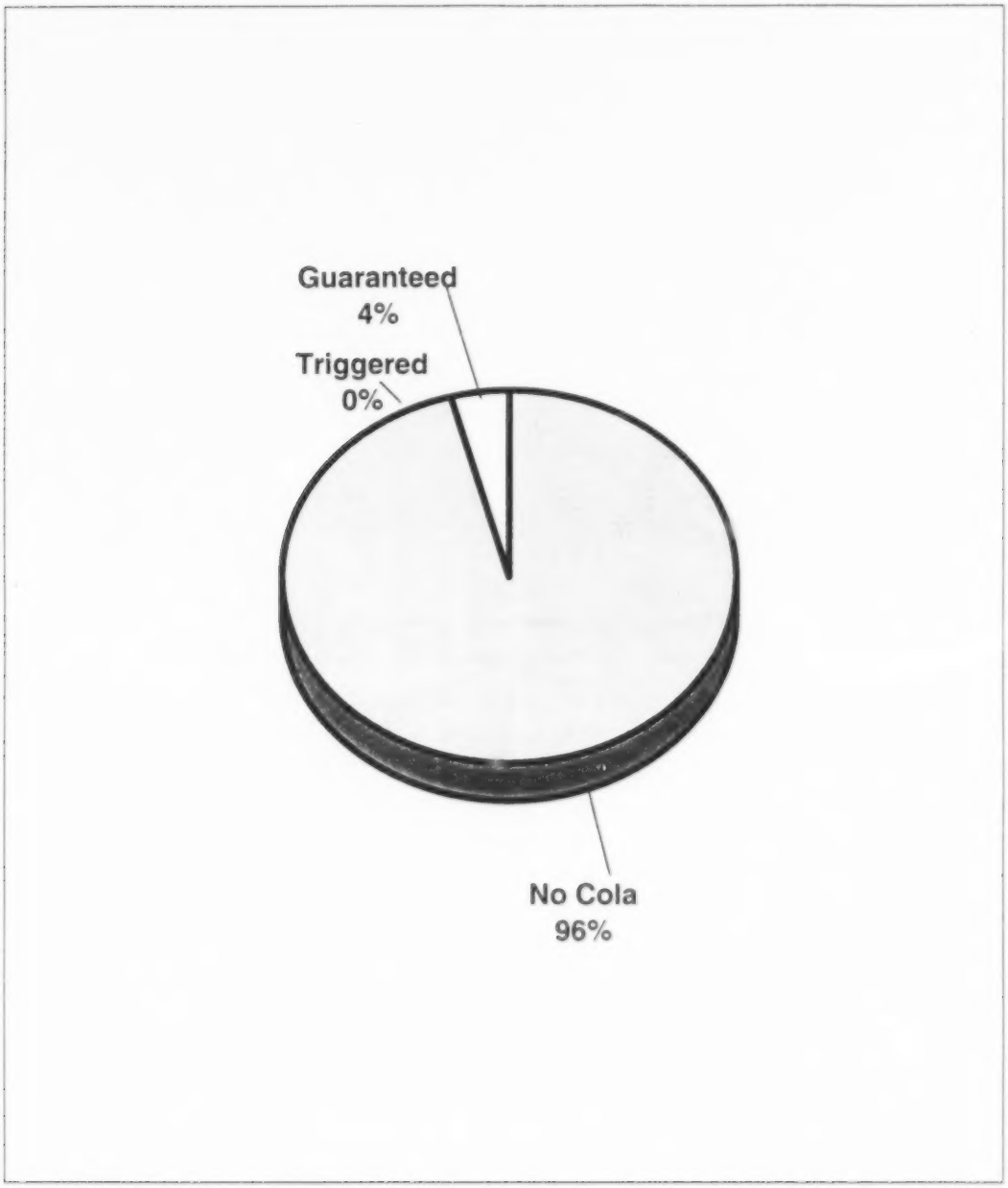

CHART 2

Average Duration in Months of Collective Agreements (July 1st – September 30th, 2003)

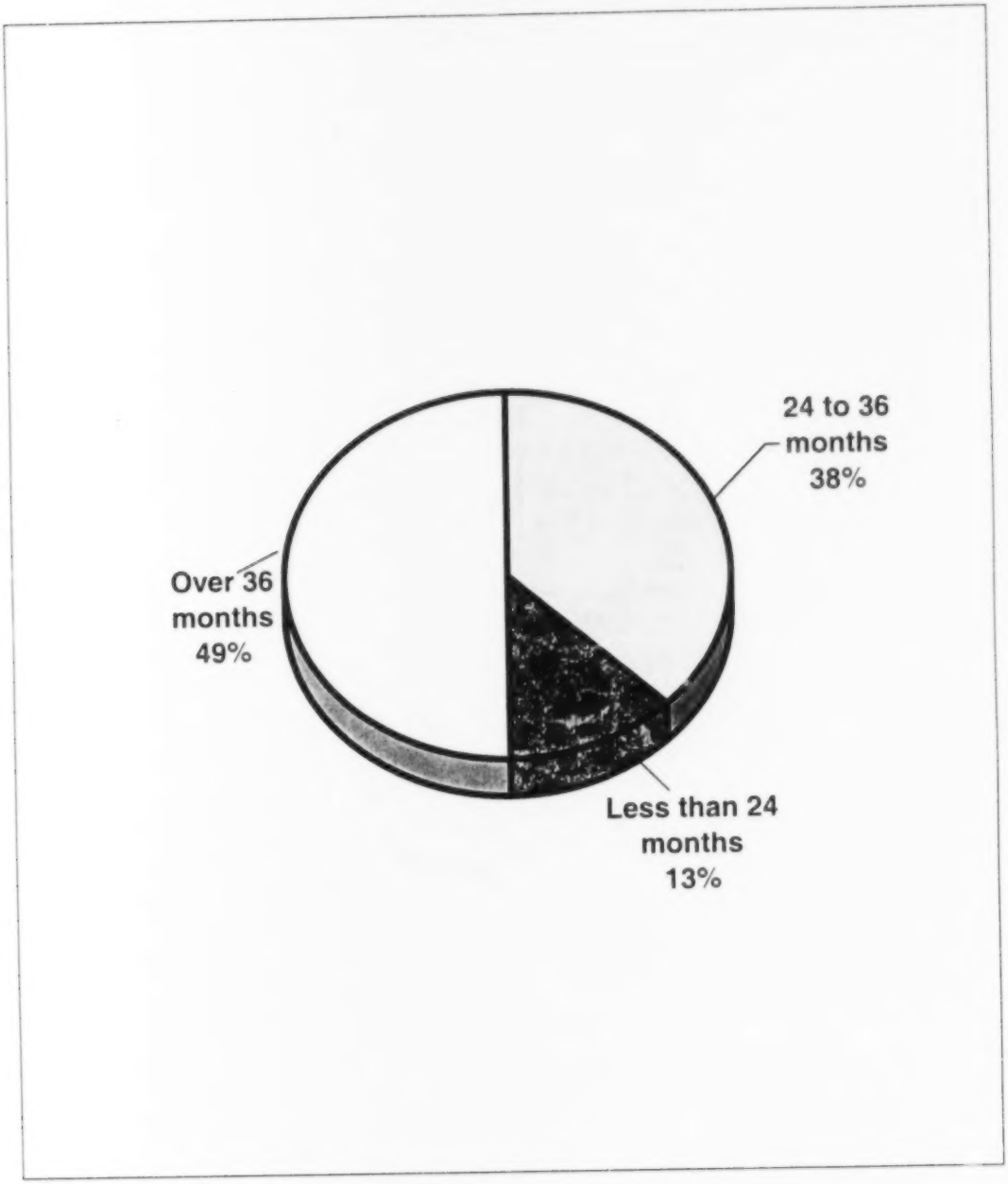

TABLE I

Wage Increase by Industry

(July 1st – September 30th, 2003)

INDUSTRY[1]	Number of Current Settlements	Number of employees covered	Average increase	
			$ hour	%
Accommodation & Food Services	1	16	0.33	4.54
Construction	3	502	0.98	4.27
Finance & Insurance	1	14	0.17	2.04
Health Care & Social Assistance	1	7	0.95	5.46
Manufacturing	6	481	0.26	2.33
Other Services	1	5	0.17	1.70
Public Administration	4	57	0.43	3.09
Retail Trade	3	32	0.10	1.21
Wholesale Trade	1	29	0.16	1.74
TOTAL	**21**	**1143**	**0.58**	**3.22**

1 Agreements are categorized according to the North American Industry Classification (Statistics Canada, 1997) which classifies a business according to the principal commodity produced.

NOTE: First time agreements are not reflected in the above table.

For further information on "North American Industry Classification" see
http://www.statcan.ca/english/Subjects/Standard/naics/2002/naics02-menu.htm

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